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SIPDIS

DEPT FOR WHA/PPC
ALSO FOR INL/LP/CAR AND WHA/CAR

E.O. 12958: N/A

TAGS: **SNAR** **KCRM** **JM**

SUBJECT: REQUEST FOR CONTRACT EXTENSION; LAW ENFORCEMENT DEVELOPMENT ADVISOR (LEDA), PURDY, DAVID W.

¶11. Summary. The Law Enforcement Development Advisor (LEDA) position was established in March 2003 in Kingston, Jamaica. LEDA, David W. Purdy, has been working directly with the Commissioner, Jamaica Constabulary Force (JCF), on modernization and reform of the JCF. Mr. Purdy's original contract expires in March 9, 2005. Post request that WHA/PPC approve a contract extension for Mr. Purdy through June 2006 so that he can pursue the next phase of the law enforcement development project. End Summary.

¶12. To assist Jamaica in building a more professional police force, the United States provided ESF funds to support a Law Enforcement Development Advisor position (LEDA) within the JCF to implement recommendations from the Police Executive Research Forum (PERF). Working directly with the JCF Commissioner, the LEDA is advising on how to restructure and reform the police and establishing a system of accountability and transparency, including stronger internal affairs and personnel practices. Part of the task included the implementation of the Police Executive Research Forum (PERF) recommendations. Of the 83 original recommendations, progress has been made on 40, with 18 additional built into the proposed regionalization and restructuring plan. 8 of the recommendations will not be accomplished until funding issues are resolved and the final 17 are beyond the capability of JCF to influence.

¶13. The LEDA is attempting to assist the GOJ create a police force that is proactive, productive and welcomed throughout Jamaica. The LEDA proposed the creation of a Professional Standards Branch reporting directly to the Commissioner charged with addressing the serious issue of corruption within the JCF. This unit is nearly developed and is projected to become operational in March 2005. The vetting of all JCF units working directly with US components and those assigned to highly sensitive areas has been proposed and is presently being processed. In 2004, based on recommendations from the LEDA, the JCF implemented a new policy on officers' use of deadly force, Published copies of the new Human Rights and Use of Force Policy have been distributed to every member of the JCF and training on the new policy continues as a priority. In addition, middle and upper management officers were introduced to Operational Planning Training that required extensive planning and supervisory approval prior to the execution of police operations. Further management skills training was provided in the areas of accountability, expectations, and effective management of resources.

¶14. The LEDA's management assessment of the JCF revealed the need for significant restructuring and the application of new management practices designed for accountability, effectiveness and efficiency. This was packaged into a regionalization and restructuring plan in October 2003, with the active participation and endorsement of the police commissioner. However, the project was subsequently assigned to the JCF Corporate Strategy Coordination Unit and has since stalled. Despite support from the government's highest officials the project has moved slowly. In January 2005 the Commissioner of Police retired and a new Commissioner was appointed. The new Commissioner is assessing his options and has expressed cautious interest in pursuing the plan, but must be fiscally responsible in his selected direction.

¶15. A significant component of the restructuring included a mentoring program for which ESF funds were provided in FY-**¶104.** The mentoring project was designed to provide Jamaica Constabulary Force management personnel with mentors from active management positions abroad to assist in the development of staff officer/management skills required to support the implementation of the modernization and reform strategy. It was hoped this would commence the summer of 2005, but the timetable has been pushed back partly due to the change in administration. The Post is optimistic the restructuring and regionalization plan will take shape during 2005 and the mentor program will support the project. However, in pursuing the project, the LEDA identified a need for additional mentors for each of the regions (4) and the JCF Headquarters (1). In addition, a necessary component of this phase of the project will be contract funds for

remuneration of a portion of the mentors who will be coming from a pool of recently retired police managers (10). One final adjustment would include one additional week for travel and relocation for the mentors so as to not diminish the actual time in mentorship. This will be the focus of the extension of the LEDA program, plus significant management training workshops facilitated by the LEDA at the express request of the new commissioner of police. All of the management training and the mentoring will emphasize accountability, professional standards, anti-corruption and resource management.

16. The U.S. strategy continues to be focused on fighting corruption, improving community-police relations, and building capacity within the security forces. An extension of the current LEDA, David Purdy, will ensure continuity of objectives and benefit from the outstanding professional credibility that he has established throughout the Jamaica law enforcement community in particular as an advisor to the former Commissioner and as a mentor to the current Commissioner.

17. Post recommends that the Bureau approve the extension of Mr. Purdy's contract through July 2006 so that he can see this important component of the mission's law enforcement strategy through the next phase.

TIGHE